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DDA 77-3622

24 June 1977

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Supplementary Information on GS-15 Headroom

REFERENCE : Memo for DDCI fr D/Pers dtd 8 Jun 77; subject:
Anticipated Headroom at GS-15

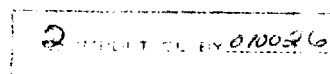
25X1 1. ☐ Action Requested: None; information supplied in response to your request concerning past history of GS-15 losses and promotions and projections of future outlook.

25X1 2. ☐ Background: Fifty-seven promotion recommendations are pending for the DDO, DDA and the DDI and 18 are anticipated for the remaining Directorates before the end of the Calendar Year. The Director wishes to know what number of promotions would be appropriate under present circumstances; in particular, he wishes to carry over adequate allowances for future contingencies and to preserve some flexibility within the present year.

25X1 3. ☐ Staff Position:

A. If no more than the projected number of promotions are approved, it would represent a significant drop in the number of promotions. During CY 1976, there were 146 promotions to GS-15 (staff and contract). With approval of 75 during the remainder of the year, the outlook for CY 1977 is only 91 promotions. Though we expect a carryover of 59 at the end of the year, we see this carry-over as providing necessary flexibility against possible unanticipated needs this year and against a certain reduction in promotional openings in CY 1978. See Tables 1 and 2, attached.

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B. The carryover of GS-15 vacancies was reduced during CY 1976 from 86 at year-beginning to 48 at year-end. By our best estimate, approval of 75 promotions during the remainder of this year would permit a yearend carryover of 59 unless other pressing needs further reduce it this year. See Table 2.

C. Table 1 illustrates the sharp drop in the number of GS-15 promotions during the period of CY 1974-1977. Though the data in this table pertain to staff personnel only, this limitation of coverage does not distort the trend. The number of promotions of contract personnel to GS-15 is not large; 8 were so promoted in CY 1976.

D. Some guidance pertaining to future outlook has been provided by the Promotion Possibilities Model, which has not yet been disaggregated to the Directorates. It suggests that with moderate cuts in ceiling and some reduction in the number of higher positions, there would be room for 64 GS-15 promotions in 1978 and that this number would rise to 82 in 1980, without drawing on carryover. Assuming that 50 to 59 vacancies are carried over at the end of CY 1977, a buffer could be provided that would support promotion levels during the next two years.

E. At the projected level of promotions from GS-14 to GS-15, the promotion rate for GS-14s would be reduced. With GS-14s on duty yearend 1975, the number promoted during 1975 was 146, or percent. By contrast, with duty at yearend 1976, the number promoted may drop to 91 percent. To illus-

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F. In summary, the anticipated number of promotions for the remainder of the year would be consistent with maintenance of a prudent carryover of allowances. A larger number would draw down the yearend carryover to the point where there would be no cushion against an anticipated reduction of promotional openings during 1978 and would reduce desirable flexibility within the present year. Accordingly, it is advisable to plan on maintaining a yearend carryover of 50 to 59, as compared to 86 in December 1975 and 48 in December 1976. This would be compatible with approval of the presently pending and anticipated additional promotion recommendations to GS-15 during the remainder of this year.

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4. [] Recommendation: That the Director approve the GS-15 promotions now pending from the DDI, DDA and DDO (57 in number) and be prepared to approve 18 additional promotion recommendations expected within the calendar year from the other Directorates. The targeted level of carryover at yearend should be 50 to 59 vacancies in order to provide some buffer against an anticipated drop in promotional openings next year.

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F. W. M. Janney

Attachments
As stated

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OP/P&C/PS [] kj (22 Jun 77)
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